LABOUR PROGRAM

Workplace Bulletin

August 15, 2006

Également disponible en français.

The *Workplace Bulletin*, issued by the Workplace Information Directorate, Labour Program, Human Resources and Social Development Canada, is available twice a month.

The *Workplace Bulletin* keeps you apprised of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as: negotiated wage data, benefits, working conditions, work stoppages, labour organizations, union membership, innovative workplace practices, labour standards, occupational safety and health, labour management partnerships, employment equity, and international and intergovernmental labour affairs. If you wish to receive this *Bulletin* **free of charge,** add your name to our mailing list.

The Workplace Information Directorate offers more information than what is listed below; go to http://www.hrsdc.gc.ca/en/lp/wid/info.shtml for a complete listing of products and services.

In this issue

	Page
• Wage Settlements—**June and 2nd Quarter 2006** analysis and wage data	2
• Current and Upcoming Key Negotiations	19
• Major Work Stoppages	22
• Innovative Workplace Practices—2nd Quarter 2006	22
• Coming in the next *Bulletin*	27
• For more information	27
• Mailing list—Add or remove my name	27

Government of Canada / Gouvernement du Canada

Canada

Wage Settlements

Wage Settlements Covering 500 or More Employees
June 2006

Wage adjustments from major collective bargaining settlements reached in June 2006 averaged 2.5% annually over the contract term, down from the 3.1% average in May and 2.7% average in April. The results for June 2006 are based on a review of 46 settlements covering 67,430 employees.

When the parties to these settlements previously negotiated, contract duration averaged 33.3 months and the resulting wage adjustments averaged 2.3%, compared to the 2.5% in their current round of settlements and average contract duration of 49.1 months.

Wage adjustments in the June settlements ranged from a low of -1.0% (average annual wage cut over a 5-year contract) for 630 mill employees with Stora Enso Port Hawkesbury Limited in Nova Scotia, up to a high of 4.2% for 630 mine employees with Elk Valley Coal Corporation.

Wage gains in June were slightly higher in the public sector (2.7%) than in the private sector (2.1%). There were 33 public-sector agreements, covering 47,790 employees. The private-sector data cover 19,640 employees in 13 agreements. A large number of these public-sector settlements were in the education sector, including 15,350 office, support and building maintenance employees with 16 British Columbia School Boards (wage adjustments averaging 2.0%), and 8,600 academic staff in Ontario with the College Compensation and Appointments Council (wage adjustments averaging 3.4%).

On a regional/jurisdictional basis, average wage adjustments in June were largest in the Prairies at 3.2% (Manitoba at 3.1% and Alberta at 3.3%). Average wage adjustments were smallest in Quebec at 1.4% due largely to a wage freeze in the Alcan Inc. settlement. The largest concentration of employees was in Ontario (33.4% of all employees); wage adjustments in Ontario averaged 2.7%. In the Federal jurisdiction wage increases averaged 2.8%.

On an industry basis, average wage adjustments in June 2006 ranged from a high of 4.2% in the primary sector (a single agreement covering 630 mine employees with Elk Valley Coal Corporation), to a low of 1.1% in the manufacturing sector. The manufacturing sector continues to post weak numbers in June as for most of 2006; wage adjustments in manufacturing for the

first half of 2006 stood at 1.8% compared to the national average of 2.5% during the same period. The largest concentration of employees (56.2%) was in the education, health and social services sector; wage adjustments in this sector averaged 2.7%. Wage adjustments in public administration (with the second largest concentration of employees) averaged 3.1%. In the remaining industries, wage increases in descending order of magnitude were: the construction sector at 3.7%, the entertainment and hospitality sector at 3.1%; the utilities sector at 1.7% and the trade sector at 1.5%.

Average Annual Percentage Wage Adjustments by Month

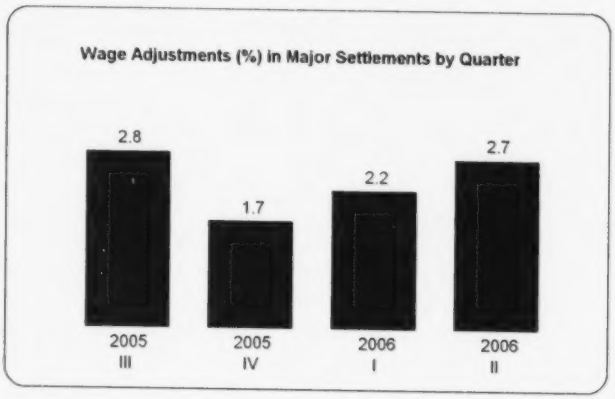
	2006		
	April	**May**	**June**
Sectors			
Public Sector	2.7	3.4	2.7
Private Sector	2.8	2.2	2.1
All Industries/Jurisdictions			
Average Annual Adjustment	2.7	3.1	2.5
Non-COLA	2.7	3.2	2.6
COLA	3.2	2.4	1.7
First-Year Adjustment	3.0	2.9	2.5
Non-COLA	3.1	2.9	2.6
COLA	1.7	2.9	1.3
Industries			
Primary Industries	-	2.1	4.2
Utilities	-	-	1.7
Construction	-	-	3.7
Manufacturing	3.2	1.9	1.1
Wholesale and Retail Trade	-	2.9	1.5
Transportation	2.5	3.3	-

	2006		
	April	**May**	**June**
Information and Culture	2.4	-	-
Finance and Professional Services	2.1	3.5	-
Education, Health and Social Services	2.6	3.4	2.7
Entertainment and Hospitality	-	-	3.1
Public Administration	2.9	3.0	3.1
Jurisdictions			
Newfoundland and Labrador	-	-	2.0
Prince Edward Island	2.8	-	-
Nova Scotia	3.1	4.1	2.5
New Brunswick	-	1.2	-
Quebec	3.1	1.5	1.4
Ontario	3.3	2.9	2.7
Manitoba	3.1	-	3.1
Alberta	3.5	3.4	3.3
British Columbia	2.5	3.5	2.1
Territories	3.1	-	-
Multiprovince	-	4.1	-
Federal Jurisdiction	2.4	3.2	2.8

Second Quarter 2006

Major collective bargaining settlements reached in the second quarter 2006 provided base-rate wage adjustments averaging 2.7% annually over the contract term, up from the 2.2% average recorded in the previous quarter. The results for the second quarter 2006 are based on a review of 126 major settlements reached and cover 278,735 employees.

When the parties to these second quarter settlements previously negotiated, the resulting wage adjustments averaged 1.5%, lower than in their current settlements. A large number of public-sector agreements in British Columbia received average wage adjustments of 2.0% in the current round of settlements (second quarter 2006); however, in the previous round of negotiations, the same parties were subject to a wage freeze or rollback.



Contract duration in the second quarter 2006 averaged 46.2 months, compared to 33.3 months in the previous round of settlements. The majority of agreements in this quarter have a contract duration over 3 years. The extended duration of British Columbia public-sector agreements were designed for the contract to expire after the 2010 Winter Olympics. There are several major agreements in the second quarter with a 5-year duration such as Alcan, Falconbridge, Hydro-Quebec, Atomic Energy of Canada, and Air Transat. A Government of Canada agreement with 5,950 correctional officers is 8 years in duration.

Average wage increases in the public sector are higher than those in the private sector. Public-sector wage adjustments averaged 2.8% for 233,470 employees in 93 agreements. Private-sector wage adjustments averaged 2.2% for 45,265 employees in 33 agreements. The vast majority of these public-sector settlements (78.5%) were in the education, health and social services sector, mostly in British Columbia. Private sector wage adjustments were more moderate, in part due to the relatively low adjustments recorded in the manufacturing sector (averaging 1.8%).

On a jurisdictional basis, the largest average wage gain in the second quarter was recorded in the Multiprovince sector, at 3.8% (3 agreements covering 2,670 employees). The second largest average increase was posted in Alberta at 3.4% (8 agreements covering 20,850 employees). The smallest average wage adjustments were recorded in New Brunswick at 1.2% (single agreement covering 730 employees) and Quebec at 1.6% (8 agreements covering 16,620 employees). The largest concentration of agreements (37.3%) and the largest concentration of employees (51.4 %) were in British Columbia where wage adjustments averaged 2.7%.

On an industry basis, the largest wage adjustment was in the construction sector, at 3.7% (a single agreement with the Construction Management Bureau and 800 carpenters in Nova Scotia). The lowest average adjustment was reported in the utilities sector, at 1.7% (a single agreement with Hydro-Quebec and 3,400 employees). The largest concentration of agreements and employees was in the education, health and social services sector (58.7% of all agreements with 63% of all employees) where wage adjustments averaged 2.8%. The manufacturing sector provided 25,705 employees in 15 agreements with wage adjustments of 1.8%, lower than the national average. When the same parties to these (second quarter) manufacturing agreements

previously negotiated, the resulting wage adjustments averaged 2.5%, higher than in their current settlements.

For major settlements to date in 2006 (January to June), wage adjustments are averaging 2.5%.

Average Annual Percentage Wage Adjustments by Quarter

	2005		2006	
	3rd	4th	1st	2nd
Sectors				
Public Sector	2.9	1.6	2.2	2.8
Private Sector	2.7	2.1	2.5	2.2
All Industries/Jurisdictions				
Average Annual Adjustment	2.8	1.7	2.2	2.7
Non-COLA	2.9	1.6	2.2	2.8
COLA	2.7	2.4	2.9	2.2
First-Year Adjustment	3.0	1.4	2.1	2.9
Non-COLA	3.0	1.2	2.0	2.9
COLA	3.0	2.7	3.0	2.0
Industries				
Primary Industries	2.7	2.2	1.5	2.7
Utilities	1.6	3.1	2.6	1.7
Construction	3.1	-	-	3.7
Manufacturing	2.6	2.5	2.1	1.8
Wholesale and Retail Trade	2.7	1.1	1.7	2.1
Transportation	2.8	2.5	2.2	2.8
Information and Culture	2.8	2.1	3.3	2.4
Finance and Professional Services	-	2.2	2.5	2.7

	2005		2006	
	3rd	4th	1st	2nd
Education, Health and Social Services	3.0	1.6	2.1	2.8
Entertainment and Hospitality	3.3	1.9	2.7	3.1
Public Administration	2.9	1.6	2.7	3.0
Jurisdictions				
Newfoundland and Labrador	2.7	1.5	-	2.0
Prince Edward Island	-	3.0	-	2.8
Nova Scotia	3.2	3.3	-	3.1
New Brunswick	2.5	3.0	3.8	1.2
Quebec	2.8	1.6	2.1	1.6
Ontario	2.9	2.8	2.7	2.9
Manitoba	3.1	2.9	2.4	3.1
Saskatchewan	1.1	2.1	2.1	-
Alberta	3.1	2.5	3.1	3.4
British Columbia	1.3	0.1	1.6	2.7
Territories	3.1	2.7	-	3.1
Multiprovince	4.1	4.2	3.3	4.1
Federal Jurisdiction	2.7	2.2	2.3	2.7

Average Annual Percentage Wage Adjustments by Year

	2003	2004	2005	2006
Sectors				
Public Sector	2.9	1.4	2.2	2.6
Private Sector	1.2	2.2	2.4	2.3
All Industries/Jurisdictions				
Average Annual Adjustment	2.5	1.8	2.3	2.5
Non-COLA	2.5	1.7	2.2	2.5
COLA	2.6	3.1	2.6	2.5
First-Year Adjustment	2.5	1.1	2.1	2.6
Non-COLA	2.6	0.9	2.1	2.6
COLA	2.2	3.2	2.8	2.5
Industries				
Primary Industries	2.8	3.0	2.1	2.5
Utilities	2.4	3.1	2.6	2.4
Construction	2.8	2.7	2.5	3.7
Manufacturing	2.5	2.4	2.5	1.8
Wholesale and Retail Trade	1.2	1.5	1.9	2.0
Transportation	1.6	0.5	2.9	2.5
Information and Culture	1.5	2.7	2.3	3.0
Finance and Professional Services	2.8	1.3	2.3	2.6
Education, Health and Social Services	3.3	0.9	2.1	2.5
Entertainment and Hospitality	2.6	2.7	2.4	2.8
Public Administration	2.3	2.4	2.4	2.9

	2003	2004	2005	2006
Jurisdictions				
Newfoundland and Labrador	3.1	1.0	2.1	2.0
Prince Edward Island	3.2	2.4	2.5	2.8
Nova Scotia	3.3	4.7	3.2	3.1
New Brunswick	2.8	4.1	3.0	2.3
Quebec	2.1	2.6	1.6	1.7
Ontario	3.3	3.0	2.7	2.8
Manitoba	2.9	2.6	2.9	2.6
Saskatchewan	3.0	1.0	1.9	2.1
Alberta	3.0	3.1	3.0	3.2
British Columbia	1.3	-1.6	0.5	2.4
Territories	2.5	3.0	3.0	3.1
Multiprovince	1.1	2.7	4.1	3.5
Federal Jurisdiction	1.8	1.6	2.6	2.6

Note: *Data for 2006 are year-to-date.*

Public and Private Sector Percentage Wage Adjustments, a Chronological Perspective since 1985

Year	Public	Private	All
1985	3.8	3.3	3.7
1986	3.6	3.0	3.4
1987	4.1	3.8	4.0
1988	4.0	5.0	4.4
1989	5.2	5.2	5.2
1990	5.6	5.7	5.6
1991	3.4	4.4	3.6

Year	Public	Private	All
1992	2.0	2.6	2.1
1993	0.6	0.8	0.7
1994	0.0	1.2	0.3
1995	0.6	1.4	0.9
1996	0.5	1.7	0.9
1997	1.1	1.8	1.5
1998	1.6	1.8	1.7
1999	2.0	2.7	2.2
2000	2.5	2.4	2.5
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.2	1.8
2005	2.2	2.4	2.3
2006	2.6	2.3	2.5

Note: *Data for 2006 are year-to-date.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the *Technical Notes* (PDF format, 50kb).

Source: Workplace Information Directorate, HRSDC—Labour Program.

Enquiries: http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

OTHER DETAILED TABLES

Other detailed tables include the number of agreements, employees and durations by month, quarter and year for all sectors—public and private, jurisdictions, and industries. The data is available at Other detailed tables.

Major Settlements Reached in June 2006

Industry, Employer, Location, Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Primary Industries				
Elk Valley Coal Corporation - Elkview Operations Sparwood, British Columbia United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers Intl. Union (AFL-CIO/CLC) mine employees	630	4.2	60.0	Oct 31, 2010
1 agreement	**630**	**4.2**	**60.0**	
Utilities				
Hydro-Québec province-wide, Quebec Canadian Union of Public Employees (CLC) scientific and other professional employees	3,400	1.7	60.0	Dec 31, 2009
1 agreement	**3,400**	**1.7**	**60.0**	
Construction				
Construction Management Bureau Limited Mainland, Nova Scotia United Brotherhood of Carpenters and Joiners of America (AFL-CIO/CLC) carpenters	800	3.7	12.0	Apr 30, 2007
1 agreement	**800**	**3.7**	**12.0**	
Manufacturing				
Alcan Inc. Jonquière, Quebec National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (CLC) hourly-rated employees	1,800	0.0	60.0	Dec 31, 2011

Industry, Employer, Location, Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Bombardier Aerospace de Havilland Division Downsview, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (CLC) production employees	2,350	3.0*	36.0	Jun 22, 2009
Electrolux Canada Corp. L'Assomption, Quebec International Association of Machinists and Aerospace Workers (AFL-CIO/CLC) production employees	1,050	2.0	36.0	Mar 17, 2009
Stelco Inc. Hamilton, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers Intl. Union (AFL-CIO/CLC) production employees	2,400	0.4*	48.0	Jul 31, 2010
Stora Enso Port Hawkesbury Limited Point Tupper, Nova Scotia Communications, Energy and Paperworkers Union of Canada (CLC) mill employees	630	-1.0	60.0	May 31, 2009
Tembec Spruce Falls Operations Kapuskasing, Ontario Communications, Energy and Paperworkers Union of Canada (CLC); International Brotherhood of Electrical Workers (AFL-CIO/CLC); United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers Intl. Union (AFL-CIO/CLC) mill employees; woods employees; office employees	650	0.0	36.0	Sep 30, 2008
6 agreements	**8,880**	**1.1**	**45.8**	

Industry, Employer, Location, Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Wholesale and Retail Trade				
National Grocers Co. Ltd. Cambridge, Ontario United Food and Commercial Workers International Union (AFL-CIO/CLC) warehouse employees	1,100	1.1	51.5	Jul 31, 2010
National Grocers Co. Ltd. - Independent Franchisees North Bay, Ontario; Muskoka, Ontario; Orillia, Ontario; and Parry Sound and area, Ontario United Food and Commercial Workers International Union (AFL-CIO/CLC) retail employees	590	2.2	60.0	Jan 31, 2011
2 agreements	**1,690**	**1.5**	**54.1**	
Education, Health and Social Services				
Board of School Trustees of School District No. 8 Creston, British Columbia Canadian Union of Public Employees (CLC) office employees; teaching assistants; service and maintenance employees	510	2.0	48.0	Jun 30, 2010
Board of School Trustees of School District No. 23 Central Okanagan, British Columbia Canadian Union of Public Employees (CLC) office employees; teaching assistants; service and maintenance employees	600	2.0	48.0	Jun 30, 2010
Board of School Trustees of School District No. 35 Langley, British Columbia Canadian Union of Public Employees (CLC) office employees	570	2.0	48.0	Jun 30, 2010

Industry, Employer, Location, Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Board of School Trustees of School District No. 36 Surrey, British Columbia Canadian Union of Public Employees (CLC) office employees; technical employees; service and maintenance employees	2,470	2.0	48.0	Jun 30, 2010
Board of School Trustees of School District No. 37 Delta, British Columbia Canadian Union of Public Employees (CLC) office employees; service and maintenance employees	800	2.0	48.0	Jun 30, 2010
Board of School Trustees of School District No. 38 Richmond, British Columbia Canadian Union of Public Employees (CLC) office employees; teaching assistants; building maintenance employees	630	2.0	48.0	Jun 30, 2010
Board of School Trustees of School District No. 39 Vancouver, British Columbia Canadian Union of Public Employees (CLC) office employees; technical employees	1,690	2.0	48.0	Jun 30, 2010
Board of School Trustees of School District No. 41 Burnaby, British Columbia Canadian Union of Public Employees (CLC) office employees; building maintenance employees	1,000	2.0	48.0	Jun 30, 2010
Board of School Trustees of School District No. 42 Maple Ridge, British Columbia Canadian Union of Public Employees (CLC) office employees; service and maintenance employees	510	2.0	48.0	Jun 30, 2010

Industry, Employer, Location, Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Board of School Trustees of School District No. 43 Coquitlam, British Columbia Canadian Union of Public Employees (CLC) office employees; service and maintenance employees	1,280	2.0	48.0	Jun 30, 2010
Board of School Trustees of School District No. 44 North Vancouver, British Columbia Canadian Union of Public Employees (CLC) office employees; building maintenance employees	860	2.0	48.0	Jun 30, 2010
Board of School Trustees of School District No. 57 Prince George, British Columbia Canadian Union of Public Employees (CLC) office employees; building maintenance employees	1,130	2.0	48.0	Jun 30, 2010
Board of School Trustees of School District No. 61 Victoria, British Columbia Canadian Union of Public Employees (CLC) office employees; technical employees	920	2.0	48.0	Jun 30, 2010
Board of School Trustees of School District No. 68 Nanaimo, British Columbia Canadian Union of Public Employees (CLC) office employees; building maintenance employees	650	2.0	48.0	Jun 30, 2010
Board of School Trustees of School District No. 73 Kamloops, British Columbia Canadian Union of Public Employees (CLC) support employees	710	2.0	48.0	Jun 30, 2010

Industry, Employer, Location, Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Brandon School Division No. 40 Brandon, Manitoba Manitoba Teachers' Society (Independent-natl.) elementary and secondary teachers	500	3.4	48.0	Jun 30, 2007
Calgary Health Region Calgary, Alberta Alberta Union of Provincial Employees (CLC) non-medical employees; support employees	6,000	3.0	36.0	Mar 31, 2008
College Compensation and Appointments Council province-wide, Ontario Ontario Public Service Employees Union (CLC) academic employees	8,600	3.4	48.0	Aug 31, 2009
Edmonton Catholic Separate School District No. 7 Edmonton, Alberta Communications, Energy and Paperworkers Union of Canada (CLC) office employees and technicians	800	3.0	24.0	Aug 31, 2007
Government of Newfoundland and Labrador province-wide, Newfoundland and Labrador Association of Allied Health Professionals: Newfoundland and Labrador (Independent-natl.) health and social care professional employees	710	2.0	36.0	Jun 30, 2008
McMaster University Hamilton County, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (CLC) support employees	2,080	3.7	36.0	Jun 15, 2009

Industry, Employer, Location, Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Niagara Catholic District School Board Welland, Ontario Canadian Union of Public Employees (CLC) support employees	860	2.6	48.0	Aug 31, 2009
Okanagan Labour Relations Council Revelstoke, British Columbia; Oliver, British Columbia; Penticton, British Columbia; and Salmon Arm, British Columbia Canadian Union of Public Employees (CLC) office employees; service and maintenance employees	1,020	2.0	48.0	Jun 30, 2010
Seven Oaks School Division Winnipeg, Manitoba Manitoba Teachers' Society (Independent-natl.) elementary and secondary teachers	590	3.0	24.0	Jun 30, 2007
Thames Valley District School Board London, Ontario Canadian Union of Public Employees (CLC) educational services employees	1,120	2.0	36.0	Aug 31, 2008
Winnipeg School Division No. 1 Winnipeg, Manitoba Winnipeg Association of Non-Teaching Employees (Independent-local) office employees; teaching assistants; food service employees	1,300	3.0	47.9	Jun 30, 2009
26 agreements	**37,910**	**2.7**	**44.0**	
Entertainment and Hospitality				
Legacy Hotels Corporation, Fairmont Le Château Frontenac Québec, Quebec Syndicat démocratique des salariés du Château Frontenac (CSD) hotel employees	510	3.6	60.0	Dec 31, 2010

Industry, Employer, Location, Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Maple Leaf Sports & Entertainment Ltd. Toronto, Ontario International Brotherhood of Teamsters (AFL-CIO/CLC) food service employees	1,130	2.9	60.0	Jun 30, 2010
2 agreements	**1,640**	**3.1**	**60.0**	
Public Administration				
City of Calgary Calgary, Alberta Calgary Police Association (Independent-local) police officers	1,550	4.0	33.1	Jan 04, 2009
City of Red Deer Red Deer, Alberta Canadian Union of Public Employees (CLC) inside and outside employees	600	4.0	24.0	Dec 31, 2007
Government of Canada Canada-wide, Multiprovince Canadian Union of Professional and Technical Employees (Independent-natl.) translators	1,070	2.5	24.0	Apr 18, 2007
Government of Canada Canada-wide, Multiprovince Union of Canadian Correctional Officers (CSN) correctional officers	5,950	2.8	96.0	May 31, 2010
Government of Nova Scotia province-wide, Nova Scotia Canadian Union of Public Employees (CLC) service and maintenance employees; labourers	1,650	3.3	48.0	Oct 31, 2009
Government of Ontario province-wide, Ontario Professional Engineers Government of Ontario (Independent-natl.) engineers	500	2.4	48.0	Jun 30, 2009

Industry, Employer, Location, Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Ottawa Police Services Board Ottawa, Ontario Ottawa Police Association (Independent-local) police officers	1,160	3.4	24.0	Dec 31, 2006
7 agreements	**12,480**	**3.1**	**63.6**	
Agreements with COLA - 2 agreements	**4,750**	**1.7**	**42.0**	
Agreements without COLA - 44 agreements	**62,680**	**2.6**	**49.6**	
All Agreements - 46 agreements	**67,430**	**2.5**	**49.1**	

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the *Technical Notes* (PDF format, 50kb).

Source: Workplace Information Directorate, HRSDC—Labour Program.

Enquiries: http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

Current and Upcoming Key Negotiations

covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction				
Public Sector				
Government of Canada	Various unions	10,200	CO/B	May 02–Sep 05
Canada Post	CPAA	6,630	ARB	Dec 05
Atomic Energy of Canada (Ont. and Que.)	Various unions	1,030	B	Mar 06/Jun 06
Communications Security Establishment	PSAC	1,000	TENT	Feb 06
National Research Council of Canada	Various unions	1,000	B	Dec 04/Apr 05

Employer	Union	Employees	Status*	Expiry Month
Private Sector				
Air Canada and Jazz (wage reopeners)	Various unions	25,840	B/CO/ARB	Jun/Jul 06
Canadian Pacific Railway	Steelworkers	1,270	TENT	Dec 06
TELUS Corp. (Que.)	CUPE	1,140	TENT	Dec 05
Hudson Bay Mining and Smelting Company	Various unions	1,090	ARB	Dec 05
Saskatchewan Wheat Pool	Grain Services Union	750	B	Jan 06
Provincial and Territorial Jurisdictions				
Public Sector				
Ontario Hospital Association	ONA	45,000	B	Mar 06
British Columbia Public School Employers Association	Teachers	42,000	TENT	Jun 06
Ontario Hospital Association	SEIU	15,000	TENT	Oct 06
Government of Newfoundland and Labrador	Nurses/Teachers	13,000	B/CO	Aug 04/Jun05
Government of Manitoba	MGGEU	12,100	ARB	Mar 06
Nova Scotia Association of Health Organizations	CUPE/ CAW-CANADA	5,800	CO/B	Mar 06
Government of New Brunswick	CUPE	5,640	TENT/B	Dec 03–Feb 06
City of Edmonton	Various unions	5,600	B/MED	Dec 05
Manitoba Hydro	Various unions	4,060	B/TENT	Mar 06/May 06
Health Authorities of Manitoba	MAHCP	3,300	B	Mar 06
Health Authorities of Prince Edward Island	Various unions	2,340	B	Mar 06
University of Montréal	CUPE	2,000	TENT	Nov 05

Employer	Union	Employees	Status*	Expiry Month
Private Sector				
B.C. Construction	Various unions	26,000	TENT	Apr 04
Loblaws (Ont.)	UFCW	15,000	CO	Jul 06
Fishery Products Intl. Ltd. (N.L.)	CAW–CANADA	2,500	CO	Mar 05
Construction Management Bureau Limited (N.S.)	Various unions	2,400	B/TENT	Apr 06
Saint John Construction Association	LIUNA/UBCJ	1,400	TENT	Jun 06

*
- ARB Arbitration
- B Bargaining
- B/WS Bargaining after work stoppage
- CO Conciliation
- MED Mediation
- M/WS Mediation after work stoppage
- PAB Post-arbitration bargaining
- PCB Post-conciliation bargaining
- PMB Post-mediation bargaining
- TENT Tentative settlement
- WS Work stoppage

Upcoming Key Negotiations

Employer	Union	Employees	Expiry Month
Government of Saskatchewan	SGGEU	10,000	Sep 06
Real Canadian Superstores (Alta)	UFCW	8,150	Aug 06
Canadian National Railway	UTU/CAW-CANADA	7,810	Dec 06
Canadian Pacific Railway	Teamsters/UTU	6,470	Dec 06
Nova Scotia Association of Health Organizations	Nurses	4,000	Oct 06
Via Rail Canada	CAW-CANADA	2,680	Dec 06
Government of Nunavut	PSAC	1,750	Sep 06
Council of Marine Carriers	CMSG	650	Sep 06

Major Work Stoppages

Major work stoppages involving 500 or more employees from **July 21 to August 10, 2006.**

An updated weekly report and a full year-to-date listing are available at Major Work Stoppages.

Employer, Location, Union and Employees	Issues	Starting	Ending
City of Abbotsford, Abbotsford, British Columbia Canadian Union of Public Employees 500 outside employees	Wages, term of agreement, and wages and job security for seasonal workers	Jun 26/2006	Jul 29 2006

Innovative Workplace Practices—2nd Quarter 2006

Bruce Aldridge
Workplace Information Directorate
Labour Program, Human Resources and Social Development Canada

This overview of workplace innovations is based on a review of 128 collective agreement settlements reviewed during the second quarter of 2006. Of these, 52 settlements contained provisions considered to be innovative or of particular interest.

Duration

During this quarter, 61 settlements with a 36-month duration represented close to one-half (48% of all agreements) of the total 128 settlements reviewed. Forty agreements had a duration of 48 months while 8 settlements had durations of 24 months. There were 6 settlements with a 12-month duration. During this period, there were 13 settlements with a duration of between 52 and 72 months: 3 settlements had a duration of 52 months, 8 settlements with a 60-month duration, and 1 settlement each with a 62-month and 72-month duration. The longest duration of 72 months was between Waterville TG Inc., Waterville, Quebec and United Steelworkers of America.

Compensation

Two settlements with British Columbia Hydro and Power Authority, province-wide and International Brotherhood of Electrical Workers and the Canadian Office and Professional Employees' Union have **gain sharing** provisions. The plan is calculated on measures and targets established by B.C. Hydro and could provide a potential payment of up to 5.0% of annual salary. The measures used are a combination of Corporate, Lines of Business, Key Business Unit, Department, Headquarters and Team levels. Payment, if any, will be paid out in a

lump sum following the year-end tabulation results. The Insurance Corporation of British Columbia, province-wide and Canadian Office and Professional Employees' Union also have a plan which could pay out a maximum of 4.0% of annual salary if three quantitative corporate goals are met and exceeded in any year. Payments will be made April 30 of each year beginning in 2006 based on corporate performance for the previous calendar year. Employees who retire during a gain sharing year are eligible for a pro-rated payment for the period they worked during that year.

Workers' Compensation Board of British Columbia, province-wide and Compensation Employees' Union have a similar provision called a **goal sharing** plan. Employees receive annual lump-sum payments equal to 2.0% of annual salary if plan targets of measured improvements to operational efficiencies and service quality are attained. Part-time and casual employees receive pro-rated amounts.

Waterville TG inc., Waterville, Quebec and United Steelworkers of America have negotiated a **profit-sharing** plan. The employer will share a part of the surplus of the annual profit with all active employees with 6 months or more seniority and inactive employees who are on accident, maternity or parental leave for less than 1 year. The amount to be shared will be determined at the discretion of the employer and distributed in equal amounts among employees who were working on December 15 of the previous year.

British Columbia Hydro and Power Authority, province-wide and International Brotherhood of Electrical Workers will conduct a **wage comparison survey.** The employer will survey relevant comparators before January 31, 2008, to determine whether further market adjustments are warranted. Should that be the case, the parties will forward the recommended adjustments to the Public Service Employers' Council for approval.

An **income sharing** plan has been negotiated between Lake Erie Steel Company Ltd., division of Stelco Inc., Nanticoke, Ontario and United Steelworkers of America. The plan will have payouts of 42¢ per hour for each full percentage point by which the Adjusted Gross Margin per quarter exceeds 17.5%. There will be a maximum of $4.00 payment per hour and the total capped at $2,500 per quarter, per employee.

Canada Post Corporation, Canada-wide and Association of Postal Officials of Canada have established two types of incentive plans. The **team incentive** plan offers employees, whose performance contributes to attaining targets beneficial to the long-term goals of the employer, an annual maximum amount of 4.0% of salary. Part-time employees will receive pro-rated amounts and the sales employees are excluded from the plan. The sales employees and postal supervisors are covered in an **individual incentive** plan. Sales employees will receive an annual one-time payment ranging from 0.0% to 6.0% of salary for Classification SL1, 3 and 5; from 3.75% to 5.0% for SL2 and from 6.75% to 12% for SL4. Postal Supervisors will receive an annual one-time payment ranging from 0.0% to 4.0% of salary. The criterion for the level of payment is based on a comparison of the employee's actual performance and the corporate key indicator goals that the employer has set for that year.

A **recruitment and retention adjustments** provision has been introduced between

the Government of British Columbia, province-wide and Professional Employees Association. The following classifications will receive these adjustments: Veterinarian 2, 3 and 4, 4.35% of salary; Designated Professional Employees, 4.4%; Petroleum Engineers, up to 40% to be applied consistently; Petroleum Geologists, 7.0%; and Pharmacist 2, 3 and 4, to be discussed.

Consideration of the adjustments will be given to a comparison to the health care sector paramedical professional collective agreement. An eligible employee in receipt of the adjustment will continue to receive it should it be discontinued, as long as they remain in the position and that principal duties remain unchanged.

Also obtained during these negotiations and **covering the entire public sector is a fiscal dividend bonus.** The bonus will be payable if the province's audited financial statements for fiscal year 2009-2010 show a surplus in excess of $150 million. Only final surplus monies in excess of $150 million will be part of the dividend and the total amount paid will not exceed $300 million. The bonus will be paid in equal amounts to all employees, including those on approved leaves.

To address **market adjustment issues** as determined by the Job Evaluation Plan, several settlements with Community Social Services Employer's Association, province-wide, British Columbia and Community Social Services Bargaining Association of Unions have established amounts of approximately $500,000 per contract year. The first-year adjustments to selected classifications will take place within 30 days following the date of ratification and in case of any disagreements either party may refer the matter for mediation/arbitration.

The City of Thunder Bay – TBayTel, Thunder Bay, Ontario and International Brotherhood of Electrical Workers have introduced **job evaluation and pay equity plans.** The parties, with the assistance of a consultant, will agree on the type of job evaluation plan to be used. An evaluation committee will be established to administer the plan, while training and time for all meetings will be paid by the employer. Once the evaluation plan has been chosen, the results will be binding on all employees. Also, the parties will implement an internal pay equity plan which will be designed to evaluate all positions. Employees in positions which are at a higher level than the job evaluation plan rating will receive one half of the negotiated wage adjustments until the desired wage rate is reached. Positions undervalued will receive the full wage adjustments.

Freshwater Fish Marketing Corporation, Winnipeg, Manitoba and CAW-CANADA have a **wage banking** plan. Employer will allow the employee to bank $50 per week for 10 consecutive weeks or a minimum of $100 per week up to a maximum of $1,500. The monies can be withdrawn between November 1 and December 15 or at a time of layoff or recall or if employee is granted an unpaid leave of absence.

Health and Welfare

A **health care spending account** has been established with the University of Toronto, Toronto, Ontario and Canadian Union of Public Employees. Effective May 1, 2006, an individual account in the amount of $150 will be set up on behalf of each employee, spouse and child; on May 1, 2007, $300 per year. The account may be used for health costs that are eligible medical expenses with the *Income*

Tax Act such as additional dental work, co-pay on prescription drugs, chiropractic care, etc.

Capital Care Group, Edmonton, Alberta and Alberta Union of Provincial Employees have negotiated a new **flexible health benefit spending account.** Effective July 1, 2007, $200 per year for each full-time employee, and pro-rated for part-time employees, may be used for the reimbursement of health and dental expenses that are eligible medical expenses in accordance with the *Income Tax Act* but not covered by the collective agreement benefits plan. Any unused amount as of June 30 of any year may be carried forward for a maximum of 1 year.

Working Conditions

Canadian Pacific Railway, system-wide andRail Canada Traffic Controllers have introduced a **job sharing provision.** Job sharing will be offered to an employee who needs assistance in striking a balance between work and personal life for a period of time when it would be difficult for the employee to work 5 days a week. The number of participants will not exceed 10% of permanent positions. The employee must have a minimum of 4 years of service and may job share for a period no less than 3 months and no greater than 12 months.

A **flexible workforce program** has been in established between the City of Thunder Bay– TBayTel, Thunder Bay, Ontario and International Brotherhood of Electrical Workers. The employer will try to cross-train employees wherever possible to create a flexible workforce. All full time employees will be used equally and those moving outside of their group will be given at least 1 day's notice and adequate time to prepare for relocation to the assigned section.

Two settlements with Ontario Power Generation Inc., Nuclear and Non-nuclear Generating Stations, province-wide, Ontario and Canadian Union of Public Employees have negotiated a **skills broadening program.** A voluntary program will enable employees to perform work outside of their traditional roles. Employees will be provided with extensive training and opportunities to perform additional work safely.

Bombardier Aéronautique, Canadair Division, Dorval, Mirabel and St-Laurent, Quebec have introduced a **flexible work** plan. Effective August 7, 2006, a pilot project, to reduce short-term absenteeism and improve productivity, will allow an employee to accumulate a minimum of 1 hour to a maximum of 3 hours per day with a total accumulation of 5 hours at the regular rate of pay. The employee may use this bank in blocks of 1 hour to a maximum of 5 hours and these hours may not be used for days prior to the summer shut-down or holidays.

Several settlements between Saskatchewan Association of Health Organizations, province-wide and Saskatchewan Government and General Employees' Union; Service Employees International Union and Canadian Union of Public Employees have introduced a provision for the **return to work and the duty to accommodate** an employee away from work due to illness or injury. The employer will make every reasonable effort, short of undue hardship, to provide suitable modified or alternate employment to employees who are temporarily or permanently unable to return to their regular duties as a consequence of an occupational or non-occupational disability or as a result of illness or injury.

Falconbridge Limited, Brunswick Mine, Gloucester County, New Brunswick and United Steelworkers have introduced specifications for **mine closure.** The employer has established closure provisions for an orderly cessation of the mining operation around 2010. The union will be notified in writing 12 months prior to the date of closure and the parties agree to hold discussions concerning the closure procedures and the impact on the affected employees.

Labour-Management Committees

During the second quarter of 2006, 39 of the full complement of 128 agreements contained provisions for establishing committees dealing with a wide variety of issues.

Canada Post Corporation, Canada-wide and Association of Postal Officials of Canada have established a **participation/ consultation** committee. The parties have identified a greater need for the sharing of information regarding the Customer Relationship Management group. Quarterly meeting will be held to review such topics of mutual interest as sales coverage and business plans within the area. The parties have also initiated a **front-line organization** committee to address workload issues with an independent third party to give recommendations on an organization model and provide a copy to the union. All employees who may be impacted by any organizational changes due to the implementation of the new structure will have salary protection.

Freshwater Fish Marketing Corporation, Winnipeg, Manitoba and CAW-CANADA have created a committee to deal with **changes in the industry that impact on the workplace.** The committee will review efficiencies and eliminate waste in processing to ensure that as much product as possible is processed in the Winnipeg plant; increase returns to fishermen in order to maintain and increase deliveries which will result in economic benefit to employees; facilitate improved communication and provide input from affected employees prior to recommendations being made in the plant; increase the size of the workforce while retaining experienced employees; and retain current work and add new processes as viable alternative to outsourcing.

British Columbia Hydro and Power Authority, province-wide and International Brotherhood of Electrical Workers have established a committee to discuss working conditions and issues related to the **2010 Olympic Winter Games.**

Other committees included in collective agreements deal with such items as common interest forum, work reorganization, voluntary departures, violence protection, classification review, pension plan, and rehabilitation.

Coming in the Next *Bulletin*

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Etc.

For More Information

Please feel free to forward the *Bulletin* to all interested parties. Feedback and comments regarding this bulletin are welcome.

For more information, please contact:

Client Services: 1-800-567-6866

Ottawa-Gatineau area: 819-997-3117

Web site at http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

MAILING LIST—Add or Remove my Name

The new *Workplace Bulletin* will provide you with relevant information on a variety of topics. To continue to receive the *Workplace Bulletin* **FREE OF CHARGE,** please add your name to the mailing list using the link below.

I would like to ADD MY NAME to the mailing list.

I would like to REMOVE MY NAME from the mailing list.

PRIVACY STATEMENT